

ARDEN 8™ SYSTEMIC HR LEVERS GUIDE

Moving from leadership conditions to organizational action.

	LEADERSHIP DIMENSION	COMMON SIGNALS	SYSTEMIC HR LEVER
1	 Emotional Intelligence & Self-Awareness	• Burnout • Conflict • Turnover	Value and measure leadership impact, not just leadership output.
2	 Communication Skills & Styles	• Rework • Misalignment • Confusion	Build communication systems that reward clarity, understanding, and diverse perspectives.
3	 Empowering & Developing Others	• Bottlenecks • Dependence on leaders • Succession concerns	Reward leaders for building capacity, not dependence.
4	 Execution & Accountability	• Missed commitments • Stalled projects • Ownership gaps	Standardize ownership, accountability, and follow-through across the organization.
5	 Difficult Conversations & Feedback	• Escalations • Unresolved issues • Performance surprises	Increase organizational courage and institutionalize feedback in all directions.
6	 Strategic Thinking & Decision-Making	• Constant urgency • Shifting priorities • Reactive decisions	Build prioritization frameworks and distinguish urgency from importance.
7	 Executive Presence & Influence	• Weak alignment • Stalled influence • Low trust	Develop leaders' ability to build trust, credibility, and influence beyond positional authority.
8	 Navigating Change & Uncertainty	• Change fatigue • Rumors • Uncertainty	Develop leaders who create trust and clarity during uncertainty.



REFLECTIONS

1. Which dimension appears to create the greatest organizational drag?

2. Which systemic HR lever would create the greatest organizational impact?

3. What is one action you can take within the next 30 days?



NEXT STEPS

- ✓ Review your Arden 8™ Organizational Leadership Assessment results.
- ✓ Identify the dimension creating the greatest organizational drag.
- ✓ Focus on one systemic HR lever before expanding to others.
- ✓ Reassess progress quarterly.